



SPA ANTI-BULLYING ACTION PLAN

In conjunction with the team bullying policy, we want SPA to be a club where swimmers are treated with respect and feel safe at any SPA practice, meet, event or trip organized by the Club.

Definition:

For the purpose of this policy, SPA will utilize the USA Swimming Code of Conduct definition of bullying as the severe or repeated use by one or more USA Swimming members of oral, written, electronic or other technological expression, image, sound, data or intelligence of any nature (regardless of the method of transmission), or a physical act or gesture, or any combination thereof, directed at any other member that to a reasonably objective person has the effect of:

- Causing physical or emotional harm to the other member or damage to the other member's property;
- Placing the other member in reasonable fear of harm to himself/herself or of damage to his/her property;
- Creating a hostile environment for the other member at any USA Swimming activity;
- Infringing on the rights of the other member at any USA Swimming activity; or
- Materially and substantially disrupting the training process or the orderly operation of any USA Swimming activity (which for the purposes of this section shall include, without limitation, practices, workouts and other events of a member club or LSC).

SPA will do all in its power to create an environment where all members, swimmers, coaches and parents realize that bullying is not acceptable behavior.

All swimmers are expected to:

1. Respect the individual rights of all members
2. Be sensitive to the feelings of fellow swimmers
3. Have a caring manner to Club members
4. Immediately report any incidents of bullying, knowing that whenever possible, all information will be dealt with confidentially.

Swimmers should report incidents to their parents, coach or a SPA board member. If the incident is reported by the swimmer to a parent, said parent is expected to contact the Head Coach and SPA Board President if there is concern a swimmer is being bullied or is a bully. If the incident is reported by the swimmer to the Head Coach, Head Coach will notify the SPA Board President and parents or guardian of swimmer(s).

Procedure:

At any time a bullying concern is brought forward to a coach and/or a SPA board member, the following procedures will be taken:

1. A meeting will be scheduled with each swimmer and his/her parents to gather information.
2. Upon determination a swimmer(s) was involved in an act of bullying, both verbal and formal warnings will be given. The formal warning will be in the form of a letter to the parents and swimmer(s) that future incidents will lead to expulsion from SPA.
3. Expulsion from SPA.

Spa Board President

Last update: October 25, 2016